



County of Los Angeles CHIEF EXECUTIVE OFFICE

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WILLIAM T FUJIOKA
Chief Executive Officer

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Third District

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Fifth District

August 15, 2012

To: Supervisor Zev Yaroslavsky, Chairman
Supervisor Gloria Molina
Supervisor Mark Ridley-Thomas
Supervisor Don Knabe
Supervisor Michael D. Antonovich

From: William T Fujioka
Chief Executive Officer

CHIEF EXECUTIVE OFFICE REQUEST TO APPOINT MR. JAMES ADAMS TO THE POSITION OF ASSISTANT, CHIEF EXECUTIVE OFFICER (UC)

Consistent with the Board-approved policy on management appointments, this office requests approval to appoint Mr. James Adams to the vacant and budgeted position of Assistant, Chief Executive Officer (CEO) at an annual salary of \$181,392, which is below the control point of the designated salary range for this position in the Management Appraisal and Performance Plan Tier 1 Salary Structure. Based on Mr. Adams extensive experience and role and responsibilities he will assume with this position, this is an appropriate salary placement.

Mr. Adams holds a Bachelor's Degree in Sociology and Economics and has over 30 years of experience in public sector employee relations, benefits, compensation and classification. In 2003, Mr. Adams joined the County as Sr. Manager, CEO, to function as the Chief of Employee Relations. In this capacity, Mr. Adams directed any and all negotiations with 18 different unions with over 60 different MOUs, as well as two different fringe benefit agreements and one "non-represented" fringe benefit agreement. He has also been responsible for directing a team of managers and high level analysts in dealing with the Employee Relations Commission, arbitration matters and alternative dispute resolution. His harmonious approach in negotiating many successor labor agreements has strengthened collaborative efforts and relationships with our labor partners.

"To Enrich Lives Through Effective And Caring Service"

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Mr. Adams has been relied upon to attend and provide technical expertise to the Board of Supervisors during closed sessions which deal with any and all benefit, compensation and employee relations matters. He advises department heads on employee relations and benefits compensation matters and acts as liaison to other governmental jurisdictions on special problems as directed by the CEO. He has developed and facilitated training in employee relations, compensation theory and fringe benefit management countywide.

In addition to serving as Chief of Employee Relations, Mr. Adam's role was expanded to include responsibility for Benefits and Compensation Policy. This function includes the five distinct areas of compensation policy, benefits policy, retirement policy, defined contribution plans, and a special eHR project team. Mr. Adams oversees the provisions of the County Code pertaining to the compensation of County employees and ensures compensation policies are in compliance with federal and state laws such as the Fair Labor Standards Act. He also ensures effective planning and design of employee insurance benefits and paid time off policies. Inasmuch as the County is the plan sponsor for the Los Angeles County Employees' Retirement System (LACERA), Mr. Adams represents the County's interest by overseeing retirement policy, as well as monitoring the Board of Investment and Board of Retirement meetings. He is also relied upon to provide direction for the CEO's overall administrative responsibility of \$7.7 billion (in assets) of the County's Defined Contribution Program.

The increased responsibilities by combining employee relations with benefits and compensation justifies both the higher position and salary. Mr. Adams' extensive knowledge of the collective bargaining process, compensation theory and benefits and how they function in the public sector is an invaluable asset to the County. As an Assistant, Chief Executive Officer (UC), he will continue to work in guiding the County's labor relations through strategic negotiation efforts, and directing oversight of benefits and compensation policies. Mr. Adams will also continue to handle an array of complex and special assignments as directed by the CEO.

In accordance with the policy on managerial salaries, unless we are informed otherwise, by August 29, 2012, we will proceed with this appointment.

WTF:BC
NH:SMW:smw